

MULTIMEDIA



UNIVERSITY

STUDENT IDENTIFICATION NO

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MULTIMEDIA UNIVERSITY

FINAL EXAMINATION

TRIMESTER 2, 2015/2016

BCB2844 – COMPENSATION AND BENEFITS

(All Sections/Groups)

1 MARCH 2016

2.30 p.m – 4.30 p.m

(2 Hours)

INSTRUCTIONS TO STUDENTS

1. This Questions paper consists of 1 page excluding the cover page.
2. Answer **ALL** questions.
3. Please write your answers in the Answer Booklet provided.

Answer ALL questions.

QUESTION 1

The pay model serves as a framework for examining current pay systems. It contains techniques that make up the compensation system. Among these techniques are individualized incentive plans. Describe the advantages and disadvantages of individualized incentive plans.

(27 marks)

QUESTION 2

Organizational factors influence pay level and mix decisions. These factors are:

- a) Industry and technology
- b) Employer size
- c) People's preferences
- d) Organization strategy

Discuss each factor.

(24 marks)

QUESTION 3

- a) Explain job evaluation.

(6 Marks)

- b) The major job evaluation decisions include:
 - 1. Establish the purpose.
 - 2. Decide whether to use single or multiple plans.Discuss.

(20 Marks)

QUESTION 4

- a) Efforts to achieve benefit goals focus on identifying the most appropriate methods of communication. Explain **four (4)** methods of communication.

(16 marks)

- b) Many benefit administrators have selected the intranet as their chosen method of communication to maintain communication with employees in a timely, consistent, and accurate manner. Describe the advantages of using the intranet.

(7 marks)

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